

UNIVERSITY OF COLOMBO, SRI LANKA  
FACULTY OF ARTS

FOURTH YEAR EXAMINATION IN ARTS (ECONOMICS) 2017/2018  
END OF THE SECOND SEMESTER

ECN 4278 ECONOMICS OF HUMAN RESOURCE DEVELOPMENT

TIME ALLOWED: TWO (02) HOURS

Answer 04 questions only

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1. (i) "Human resource development is the empowerment of people by fostering their contributory capacity to improve standards of individual life, family wellbeing, enterprising activity, and the economy". Discuss. (10 marks)
- (ii) "Human resource development and economic development reinforce each other showing a two-way relationship between the two." Explain. (15 marks)
  
2. (i) Sri Lanka has been facing an increased migration of its skilled labour. Explain the factors that pull and push skilled labour away from Sri Lanka. (10 marks)
- (ii) There are differences in opinion regarding the economic costs and benefits of skilled labour migration. Explain your view point. (15 Marks)
  
3. (i) What are the changes in employment and occupational structures that are accompanied by economic development? (10 marks)
- (ii) As a lower-middle income country, the transformation in agriculture employment in Sri Lanka is considered to be inadequate. Do you agree? Explain your answer. (15 marks)
  
4. (i) Education is an "economic good" so that there is a cost of its production and, hence a price, but the main question is who should pay that price. What is your opinion? (10 marks)

(ii) As far as higher education in Sri Lanka is concerned, some obtain it at free of charge, while others pay for it. At the same time, the majority are left out either due to the lack of opportunities or due to their inability to pay for it. What are your suggestions to correct these anomalies in higher education?  
(15 marks)

5. (i) What factors do you consider as important in an assessment of job quality?  
(10 marks)

(ii) Compare and contrast between public and private sector employment in Sri Lanka in terms of job quality. How do you relate the differences in job quality to labour productivity between the public and private sectors?  
(15 marks)

6. "Human Resource Management contributes to achieve the highest productivity and the maximum employee satisfaction in an organization". Discuss the above statement using examples.  
(25 marks)

7. Recruitment and Selection is an important element in manpower planning process to achieve the best out of employees in organizations. Discuss with empirical evidence.  
(25 marks)

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